

16-May-06-4:25pm Gary Perdue entered into the interview room that I was at in the police station. Gary had stated that he had received allegations that were very serious in nature and that my conduct had significantly breached the policies of the Simcoe C. A. S. Gary had a letter that he read parts of to me. Gary read part of that he had received allegations that were significant in nature and that I significantly breached the policies. Gary read the part that pending further investigation of these serious allegations and effective immediately, you are suspended with pay from all duties with the Simcoe County Children's Aid Society. Gary read that we will endeavor to maintain the confidentiality of the parties as much as possible during the course of the investigation. Gary read that I was prohibited from contact with any of the agency offices, employees, foster parents, volunteers or clients. Gary stated that he did not know whether I was a member of the Employee Association or not but feel free to contact them. Gary asked to meet me about this at 4:00pm on Thursday the 18-May-06. I informed Gary that I would contact him to let him know about that meeting within the next day or so.

18-May-06- Meeting with Director of Human Resources, Gary Perdue &
4:10pm Director of Service, Susan Carmichael
Brock St.
Youth Gary Perdue provided me with a business card for the Employee
Centre Assistance Program. Gary states that I must be going through a stressful
time. Gary informs me that he has received some serious allegations in
reference to some alleged harassment primarily in relation to
Maria Malvaso. Gary stated that I obviously must know because the
police have laid charges against me in relation to this. Gary stated that he
wanted to know my own impressions of what I may have done to
contribute to these allegations. I stated that I was in the process of
obtaining a lawyer and I was not at liberty to say anything at this time. I
said that I want to tell my side of what happened but not at this time. Gary
stated that just so I know the allegations were about punching holes in
walls, banging on windows, making threats at the office-stating it is going
to be all over for you, yelling at someone from a car window. Gary stated
that Simcoe C. A. S. is currently conducting an investigation and without
me providing them information that they may have to make a decision on
their own. Gary brought up the North Bay matter. Gary stated that at the
time about how difficult it was for the agency to make decisions about my
employment status with the agency. I said that this entire situation was
huger than people realize. I did also say that this whole this is unfortunate
and I feel that I have to apologize. Susan Carmichael stated that Derek
you do realize that since I have not provided them with information that
the agency will have to make decisions on their own. Gary Perdue jumped
in and said “may have to.”

18-May-06- 4:10pm I did ask about the provision that he stipulated in his letter that I could not have contact with the employees as I had social relationships with people in the organization. Gary advised me not to associate with people until he completes their investigation. Susan Carmichael also asked me if I had my computer at home as she said that she had walked by my desk and she did not see it. I said it is not at home and that I had left it on my desk in my cubicle.

23-May-06- Gary Perdue called and left a message on my answering machine @ home.
2:18pm I'd like to meet you tomorrow back down at Brock Street at 9:30am just to discuss where we go from here, so Brock Street tomorrow 9:30am in the morning. I look forward to seeing you, okay. Thanks. Bye.

24-May-06- 8:45am I called Gary Perdue at the office number. I received Gary Perdue's voice-mail and left him a message stating that I would meet him at Brock Street at 9:30am. I said that I would listen to what he had to say. I informed him that I wanted to talk but I had still not had a legal consultation and would not be talking about the matter at the meeting.

24-May-06- 9:30am Meeting with Gary Perdue and Mike Dupuis.

Brock
Youth
Center

Gary asks me if have spoke to a lawyer. I inform Gary that I have not had legal advice as of yet. I inform Gary that I want to speak to him and tell him my side of everything but not without legal advice. Gary states that he has a letter and that effective immediately that he will be terminating my employment from the agency. I ask Gary on what basis. Gary tells me that on the basis of his investigation. Gary asks me to read the letter. I read the letter. **I asked Gary if he conducted this internal investigation on his own. Gary replies “yes.” I also asked Gary that there were allegations of both workplace and sexual harassment. Gary replies “yes.” (The sexual harassment is a brand new allegation- I have previously heard nothing about this.)** Gary states that as of tomorrow I will not be employed with CAS. Gary stated that he gave me the EAP card and that he will keep that open for me to use for the next couple of weeks, however, access to anything else will not be accessible. Mike and I discuss how I will get my belongings. I suggest a police escort or somebody gathering my personal belongings. Mike said whatever is easier for me. Mike offers to gather up my belongings and arrange for a time to meet with me after he does so. Mike said that he will do this as discretely as possible after work. Mike jokes about being accommodating to me unless I ask to meet him in Hawaii or something to get my belongings. Gary then states that he does not believe in lying to an agency and that he is going to have to send out an e-mail to the entire agency stating something to the effect that an investigation has been

24-May-06- 9:30am
Brock Youth Centre
Perdue/Dupuis

conducted in relation to Derek Dunlop and he will not be returning to the agency. Gary asks if I can think of a better way of phrasing. I paused for about 10 seconds and I said that this is something you need to decide and not something that I going to make a suggestion about. I informed Gary that this entire thing is huge and has be going on for a long time. I said that I want to talk but not without legal advice. I said to Gary I have to apologize on behalf of others because they have no remorse. Mike asks if I have anything of their property. Mike asks about my I. D. and I said Oh yeah I never even thought about that. I will give Mike my I. D. when I get my belongings. Gary asks about my computer again as Susan Carmichael did during the meeting on the 18-May-06. I said my computer was left on my desk. Gary also mentions the Cobourg baseball tournament this weekend that we both participate in. Gary said that he does not have to go and that he knows I have a social network with some of the employees. Gary said that if I wanted to go that I could. Gary stated that his dad was ill. I informed Gary that I would not be going and that he could go to the tournament. I asked Gary to inform Cathy Eisner that I would not be going to the tournament. Gary said that he would. Gary asked me if there was anything else I could think of at this time and I said, “no.” There was some silence. I said to them both that this was awkward and that I was going to leave. They both seemed okay with that. I shook both of their hands. Gary wished me Good luck.

26-May-06- 9:10am Mike Dupuis had returned my message from earlier this morning that I had left him in relation to picking up my personal belongings. Mike offered to drive my belongings from work to my house. Mike and I arranged a time of 2:00pm for Mike to bring the belongings to my house. Mike stated there were 3 boxes. Mike asked if I had the leather case that my computer goes in and I said "yes." I said I will have that and my C. A. S. identification for him.

*I asked Mike if everything got straightened out with my computer. Mike said "yes." Mike said that he was not sure what Susan (Susan Carmichael) was talking about as my computer was on my desk. Mike stated that there must have been something on top of it and Susan may have not noticed it when she had walked by my desk last week.

16-May-06- **Gary Perdue's letter suspending me.**

May 16, 2006

Derek Dunlop
92 Leslie Ave.
BARRIE, ON L4N 9P3

Derek,

I have received allegations that your conduct has significantly breached the policies and values of the Simcoe County Children's Aid Society including, but not limited to, harassment and maintaining respectful, communications. Please contact me immediately so that we may arrange a time to discuss the allegations.

Pending further investigation of these serious allegations, and effective immediately, you are suspended with pay from all duties with the Simcoe County Children's Aid Society. The investigation of these allegations is a confidential process. We will endeavour to maintain the confidentiality of the parties as much as possible during the course of our investigation. You are prohibited from contact (in person, electronically or by phone) with any of the agency offices, its employees, foster parents, volunteers or clients. However, if you are a member of the Employee Association, you may contact a representative of the Association for consultation on this matter.

All agency equipment and materials are to be returned to the office immediately. I will discuss a means for returning the materials when you contact me.

Gary Perdue
Director of Human Resources

24-May-06- **Gary Perdue's termination letter.**

May 24, 2006

Derek Dunlop
92 Leslie Avenue
Barrie, ON L4N 9P3

PERSONAL AND CONFIDENTIAL

Dear Derek,

This letter will serve to confirm that your employment is terminated for; inter alia, the following reasons:

1. Sexual and workplace harassment of a female colleague;
2. Conduct that was inconsistent with your duties and the respect owed by one employee to another; and
3. Conduct that is prejudicial to the Children's Aid Society of the County of Simcoe's reputation.

In light of these facts, we have no alternative but to terminate your employment immediately for just cause.

I confirm that I attempted to meet with you to discuss the allegations but you refused to participate in the investigation. Given the serious nature of these allegations it was necessary to complete our investigation. We remind you that you may wish to access the Agency's grievance procedure.

Yours very truly,

Gary Perdue
Director of Human Resources.

01-Oct-06- Steven J. Rainey sends me an e-mail to me Derek Dunlop.
6:09:05

From: <srainey.SIMCAS@simcoecas.com

Sent: October 1, 2006 6:09:05pm

To: derekdunlop11@hotmail.com

Subject: RE: Website

Long time no talk...I have the form for the opt in/opt out EA membership and the offer to you is still good. If you still would like to do it Derek, just let me know and we can get together... if you want to call me at home (252. 1221) and let me know that would super...I hope all is well with you... if you need anything just let me know. Take care.

Steven J. Rainey
Placement Services
The Children's Aid Society of the County of Simcoe
60 Bellfarm Rd. Unit #7 L4M 5G6
705.726.6587 ext. 244